

COMPENSATION UPDATE

Management Committee 06-27-2012

Compensation Principles

The employee compensation structure:

- ▣ Represents the Council as an employer of choice among public entities for people who want to make a difference in the region
- ▣ Values the health and welfare of our employees
- ▣ Supports a living wage
- ▣ Is competitive with and responsive to the regional employment market
- ▣ Is affordable and fiscally responsible

Compensation Structure Objectives

- **Consistent** structure across all unions (trades exception)
- **Competitive** with labor market trends as a whole and for particular professions
- **Predictable** movement through range
- **Performance-based** with longevity-focus early career and performance-focus later career

Compensation Grid Components

Grades

Steps

**Performance
Range**

Range Maximum

Construction and Anchors

New Grade	Previous Grade(s)	Range Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 9	Perf Range Max
A	3, 24,25	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
B	26	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
C	4,27	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
D	5,28	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
E	6,29	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
F	7,30	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
G	8,31	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
H	9,32	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
I	10,33	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$ 77,177	\$\$\$
J	11	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
K	12	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
L	13	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$
M	14	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$\$\$	\$ 108,005	\$\$\$



**Two Market
Anchors**

2012 Structure

New Grade	Previous Grade(s)										Perf	
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Range	Range Max
A	3, 24,25	\$ 34,516	\$ 35,401	\$ 36,309	\$ 37,240	\$ 38,195	\$ 39,174	\$ 40,179	\$ 41,209	\$ 42,266		\$ 50,719
B	26	\$ 37,114	\$ 38,066	\$ 39,042	\$ 40,043	\$ 41,070	\$ 42,123	\$ 43,203	\$ 44,311	\$ 45,447		\$ 54,536
C	4,27	\$ 39,908	\$ 40,931	\$ 41,981	\$ 43,057	\$ 44,161	\$ 45,293	\$ 46,455	\$ 47,646	\$ 48,868		\$ 58,641
D	5,28	\$ 42,912	\$ 44,012	\$ 45,140	\$ 46,298	\$ 47,485	\$ 48,703	\$ 49,951	\$ 51,232	\$ 52,546		\$ 63,055
E	6,29	\$ 46,142	\$ 47,325	\$ 48,538	\$ 49,783	\$ 51,059	\$ 52,368	\$ 53,711	\$ 55,088	\$ 56,501		\$ 67,801
F	7,30	\$ 49,883	\$ 51,162	\$ 52,474	\$ 53,819	\$ 55,199	\$ 56,614	\$ 58,066	\$ 59,555	\$ 61,082		\$ 76,352
G	8,31	\$ 53,927	\$ 55,310	\$ 56,728	\$ 58,183	\$ 59,675	\$ 61,205	\$ 62,774	\$ 64,384	\$ 66,034		\$ 82,543
H	9,32	\$ 58,300	\$ 59,794	\$ 61,328	\$ 62,900	\$ 64,513	\$ 66,167	\$ 67,864	\$ 69,604	\$ 71,389		\$ 89,236
I	10,33	\$ 63,027	\$ 64,643	\$ 66,300	\$ 68,000	\$ 69,744	\$ 71,532	\$ 73,366	\$ 75,247	\$ 77,177		\$ 96,471
J	11	\$ 66,467	\$ 68,171	\$ 69,919	\$ 71,712	\$ 73,551	\$ 75,437	\$ 77,371	\$ 79,355	\$ 81,390		\$ 101,737
K	12	\$ 73,041	\$ 74,913	\$ 76,834	\$ 78,804	\$ 80,825	\$ 82,897	\$ 85,023	\$ 87,203	\$ 89,439		\$ 111,799
L	13	\$ 80,264	\$ 82,322	\$ 84,433	\$ 86,598	\$ 88,819	\$ 91,096	\$ 93,432	\$ 95,828	\$ 98,285		\$ 122,856
M	14	\$ 88,203	\$ 90,464	\$ 92,784	\$ 95,163	\$ 97,603	\$ 100,106	\$ 102,672	\$ 105,305	\$ 108,005		\$ 135,006

2013 Structure

New Grade	Previous Grade(s)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Perf Range	Range Max
A	3, 24,25	\$ 35,207	\$ 36,109	\$ 37,035	\$ 37,985	\$ 38,959	\$ 39,958	\$ 40,982	\$ 42,033	\$ 43,111		\$ 51,733
B	26	\$ 37,857	\$ 38,827	\$ 39,823	\$ 40,844	\$ 41,891	\$ 42,965	\$ 44,067	\$ 45,197	\$ 46,356		\$ 55,627
C	4,27	\$ 40,706	\$ 41,750	\$ 42,820	\$ 43,918	\$ 45,044	\$ 46,199	\$ 47,384	\$ 48,599	\$ 49,845		\$ 59,814
D	5,28	\$ 43,770	\$ 44,892	\$ 46,043	\$ 47,224	\$ 48,435	\$ 49,677	\$ 50,950	\$ 52,257	\$ 53,597		\$ 64,316
E	6,29	\$ 47,064	\$ 48,271	\$ 49,509	\$ 50,778	\$ 52,080	\$ 53,416	\$ 54,785	\$ 56,190	\$ 57,631		\$ 69,157
F	7,30	\$ 50,880	\$ 52,185	\$ 53,523	\$ 54,895	\$ 56,303	\$ 57,747	\$ 59,227	\$ 60,746	\$ 62,304		\$ 77,880
G	8,31	\$ 55,006	\$ 56,416	\$ 57,863	\$ 59,346	\$ 60,868	\$ 62,429	\$ 64,029	\$ 65,671	\$ 67,355		\$ 84,194
H	9,32	\$ 59,466	\$ 60,990	\$ 62,554	\$ 64,158	\$ 65,803	\$ 67,491	\$ 69,221	\$ 70,996	\$ 72,816		\$ 91,020
I	10,33	\$ 64,287	\$ 65,936	\$ 67,626	\$ 69,360	\$ 71,139	\$ 72,963	\$ 74,834	\$ 76,752	\$ 78,720		\$ 98,400
J	11	\$ 67,796	\$ 69,535	\$ 71,318	\$ 73,146	\$ 75,022	\$ 76,945	\$ 78,918	\$ 80,942	\$ 83,017		\$ 103,772
K	12	\$ 74,501	\$ 76,412	\$ 78,371	\$ 80,380	\$ 82,442	\$ 84,555	\$ 86,723	\$ 88,947	\$ 91,228		\$ 114,035
L	13	\$ 81,870	\$ 83,969	\$ 86,122	\$ 88,330	\$ 90,595	\$ 92,918	\$ 95,301	\$ 97,744	\$ 100,250		\$ 125,313
M	14	\$ 89,967	\$ 92,273	\$ 94,639	\$ 97,066	\$ 99,555	\$ 102,108	\$ 104,726	\$ 107,411	\$ 110,165		\$ 137,707

Progress Report

- TMSA – Ratified; Presentation to Management Committee 6/27/12; Council action 7/11/12
- NR – Presentation to Management Committee 6/27/12; Council action 7/11/12
- AFSCME – TA; ratification vote 6/28/12; Presentation to Management Committee 7/25/12

Implementation Non-Rep

- Placement on grid
 - ▣ Next highest step to current rate of pay
 - ▣ Retro to 7/7/12
- Step/Performance Adjustments
 - ▣ Effective 1/5/13 grid adjusted by 2% (general adjustment)
 - ▣ Move up one step effective 1/5/13
 - ▣ Performance adjustment of 0.5% - 4% eff. 1/5/12

Implementation – TMSA/AFSCME

- 2% adjustment effective 1/1/12
- Placement on grid
 - ▣ Next highest step to current rate of pay
 - ▣ Retro to 7/7/12
- Step/Performance Adjustments
 - ▣ Effective 1/5/13 grid adjusted by 2% (general adjustment)
 - ▣ Move up one step effective 1/5/13
 - ▣ Performance adjustment of 0.5% - 4% eff. 1/5/12

QUESTIONS

